



GLOUCESTER COUNTY PUBLIC SCHOOLS

Pay Plan 2013-2014

**Approved
07/09/13**

Table of Contents

Highlights of Scales	1
National Board Certification Program for Teachers	2
Instructional Pay Scale	3
Facilities, Technology, and Transportation Titles	4
Transportation Pay Scale and Differentials/Supplements	5
Food Services Pay Scale and Classified Employee Supplements	6
Substitute/Temporary Salary Scale	7
Supplements	8

Highlights of Scales

2013-2014

- The starting teacher salary for the Bachelor's scale is \$39,108.
- There is a 2% COLA for all contracted employees.
- All benefited employees will pay a 5% member share to the Virginia Retirement System (VRS).
- Educational/degree stipends are being maintained to reflect the School Board's commitment to attracting and retaining the most highly qualified instructional staff.

National Board Certification Program for Teachers

Gloucester County Public Schools recognizes and supports the benefits of the National Board Certification Program for teachers. To this end, a \$2,400 supplement will be guaranteed to teachers for the first year they are certified. Inasmuch as the Commonwealth of Virginia also recognizes employees with a financial incentive, Gloucester County Public Schools will adhere to the following procedures:

1. Up to \$2,300 (less any grants received) will be reimbursed to teachers upon verification that the state has received their approved application seeking National Board Certification.
2. Once a teacher is notified (usually in the fall) that they have achieved National Board Certification, Gloucester County Public Schools guarantees a \$2,400 supplement for that school year.
3. Currently, the Commonwealth of Virginia provides a financial incentive for years beyond initial certification. For those years, Gloucester County Public Schools guarantees that if state support falls below the \$2,400 level, Gloucester County Public Schools will make up any difference, up to and including the entire \$2,400.

Reference: Policy File No. GBBC-R (Tuition Assistance)

Gloucester County Public Schools
Teacher Scale
2013-2014
(for Full-Time Teachers Only)

<u>Steps*</u>	<u>Bachelor's</u>	<u>+15 hours</u>	<u>Master's</u>	<u>Dual Master's</u>	<u>Doctorate</u>
0	39,108.00	40,164.00	43,068.00	45,047.00	47,027.00
1	39,890.00	40,946.00	43,850.00	45,829.00	47,809.00
2	39,990.00	41,046.00	43,950.00	45,929.00	47,909.00
3	40,090.00	41,146.00	44,050.00	46,029.00	48,009.00
4	40,292.00	41,348.00	44,252.00	46,231.00	48,211.00
5	40,699.00	41,755.00	44,659.00	46,638.00	48,618.00
6	41,106.00	42,162.00	45,066.00	47,045.00	49,025.00
7	41,517.00	42,573.00	45,477.00	47,456.00	49,436.00
8	41,931.00	42,987.00	45,891.00	47,870.00	49,850.00
9	42,350.00	43,406.00	46,310.00	48,289.00	50,269.00
10	42,775.00	43,831.00	46,735.00	48,714.00	50,694.00
11	43,202.00	44,258.00	47,162.00	49,141.00	51,121.00
12	43,635.00	44,691.00	47,595.00	49,574.00	51,554.00
13	44,071.00	45,127.00	48,031.00	50,010.00	51,990.00
14	44,512.00	45,568.00	48,472.00	50,451.00	52,431.00
15	45,180.00	46,236.00	49,140.00	51,119.00	53,099.00
16	45,857.00	46,913.00	49,817.00	51,796.00	53,776.00
17	46,545.00	47,601.00	50,505.00	52,484.00	54,464.00
18	47,243.00	48,299.00	51,203.00	53,182.00	55,162.00
19	47,952.00	49,008.00	51,912.00	53,891.00	55,871.00
20	48,671.00	49,727.00	52,631.00	54,610.00	56,590.00
21	49,402.00	50,458.00	53,362.00	55,341.00	57,321.00
22	50,143.00	51,199.00	54,103.00	56,082.00	58,062.00
23	50,895.00	51,951.00	54,855.00	56,834.00	58,814.00
24	51,658.00	52,714.00	55,618.00	57,597.00	59,577.00
25	52,691.00	53,747.00	56,651.00	58,630.00	60,610.00
26	53,745.00	54,801.00	57,705.00	59,684.00	61,664.00
27	54,820.00	55,876.00	58,780.00	60,759.00	62,739.00
28	55,917.00	56,973.00	59,877.00	61,856.00	63,836.00
29	57,035.00	58,091.00	60,995.00	62,974.00	64,954.00

Instructional Employee Degree Stipends
(for Full-Time Teachers Only)

Doctorate	\$7,919
Dual Master's	\$5,939
Master's	\$3,960
15 Hours in a Master's Program **	\$1,056
National Board Certification ***	\$2,400

* Steps equal completed years of service.

** 15 hours must be in an approved program that results in a Master's Degree.

*** See National Board Certification Program for Teachers on Page 2.

Facilities Titles

Facilities Technician - Degreed

Associate's Degree in related field and Master License

Facilities Technician III

Master level

Facilities Technician II

Journeyman level

Facilities Technician I

Apprentice/entry level

All transitions will follow the guidelines of File No. GCBBA.

Technology Titles

Coordinator, Technology Training

Manager, Technology Repair and Maintenance

Computer support and copier and audio/visual support

Technology Technician III *

Minimum 8 years experience/mastery in technology field, documented experience in multiple areas of advanced information technology field, and the recommendation of the Director of Technology

Technology Technician II *

Minimum 2 years experience in technology field

Technology Technician I *

Entry level

* Convergence, Digital, Field, Help Desk, Network, and Server Technicians may be assigned to any of the above grades.

All transitions will follow the guidelines of File No. GCBBA.

Transportation Titles

Automotive Technician III

Master level

Automotive Technician II

Journeyman level

Automotive Technician I

Automotive parts

Automotive Helper

All transitions will follow the guidelines of File No. GCBBA.

Transportation Pay Scale **2013-2014**

<u>Bus Drivers</u>	<u>Starting Salary</u>
Single Run Driver	\$9,569
Double Run Driver	\$11,477
<u>Bus Assistants</u>	
Single Run Assistant	\$8,340
Double Run Assistant	\$10,007

Differentials/Supplements

Courier (240 Days)	\$10,296	
New Horizon Vocational Runs Supplement (180 Days)	\$8,800	
Pre-School Midday Supplement (136 Days; 4 Days/Week)	\$3,506	
Special Run Supplement (170 Days; 5 Days/Week)	\$5,469	
Attendance Incentive for Bus Drivers/Assistants	\$100	Semester *
Summer School Drivers/Assistants	\$40	Daily
Bus Assistants to Drivers	\$10	Daily
Extended Bus Runs (Mileage Supplement)	\$.10	Mile (over average miles + 10) **
Field Trip Bus Runs	\$10.75	Hourly
Activity Bus Runs	\$10.75	Hourly
In-Service/Miscellaneous	\$9.00	Hourly
Trainers / Instructors - DMV Cert.	\$10.75	Hourly
Trainers / Instructors - Non-DMV Cert.	\$9.75	Hourly

* Attendance Incentive Criteria: No absences with the exception of personal leave or court leave. The \$100 per semester incentives will be paid in February and August respectively.

** Extended Bus Runs: Calculation based upon driver's average miles, plus ten (10) additional miles. This will be submitted for School Board approval at the September meeting.

Mileage supplements will be paid monthly and only for actual days worked.

Food Services Pay Scale **2013-2014**

<u>Position</u>	<u>Starting Salary / Wage</u>
Cafeteria Manager	\$16,593
Cafeteria Assistant Manager	\$13,114
Cafeteria Worker	\$8.48 (Hourly)

Illustrative salaries for Cafeteria Managers are based upon a 175 day, 7.5 hour contract. Illustrative salaries for Assistant Managers are based upon a 173 day, 7.5 hour contract. Cafeteria workers are hourly employees. Workers with 6 or more hour contracts are eligible to receive benefits.

Supplements

Cafeteria Manager – High School	\$2,310
Cafeteria Manager – Middle School	\$1,155

Classified Employee Supplements **2013-2014**

Custodial Foreman – High School	\$3,300
Custodial Foreman – Middle School	\$1,650
Custodial Foreman – Elementary School	\$1,100
Custodial Assistant Foreman – High School	\$1,650
Custodial Assistant Foreman – Middle School	\$1,100
Custodial Assistant Foreman – Elementary School	\$825
Grounds Assistant Foreman	\$2,419
Commercial Pesticide Applicator	\$946
Registered Pesticide Applicator	\$440
Virginia Contracting Associate	\$550

Gloucester County Public Schools **Substitute / Temporary Salary Scale** **2013-2014**

Instructional / Professional – Daily

Guest Teacher – Local Certification	\$60.00	Daily
Guest Teacher – \geq 60 Semester Hours	\$65.00	Daily
Guest Teacher – Degreed	\$75.00	Daily
Guest Teacher – Long Term *	\$95.00	Daily
Paraprofessional	\$55.00	Daily

Instructional / Professional – Hourly

Homebound / Adult Education	\$27.00	Hourly
Supplemental Rate for Instr. (Cert.) (Student Contact)	\$27.00	Hourly
Supplemental Rate for Instr. (Cert.) (No Student Contact)	\$20.00	Hourly
Supplemental Rate for Professional Development Leadership	\$50.00	Hourly
Supplemental Rate for Staff Mentoring	\$30.00	Hourly

Professional

Nurse – Degreed / R.N. / B.S.N.	\$95.00	Daily
Nurse – Sixty Semester Credit Hours / L.P.N.	\$85.00	Daily

Summer

Clerical	\$8.25	Hourly
Counselor	\$27.00	Hourly
Groundskeeper	\$9.00	Hourly
Licensed Sub	\$25.00	Hourly
Non-Licensed Sub (Local)	\$20.00	Hourly
Paraprofessional	\$15.00	Hourly
Security (High School)	\$15.00	Hourly
Teacher	\$27.00	Hourly
Technology Helper	\$12.75	Hourly

Support Staff

Bookkeeper	\$15.00	Hourly
Clerical	\$8.25	Hourly
Cooperative Office Education (COE)	\$8.25	Hourly
Custodian	\$9.00	Hourly
Food Service Worker	\$8.25	Hourly

Transportation

Bus Assistant – Single Run	\$41.00	Daily
Bus Assistant – Double Run	\$49.00	Daily
Bus Driver – Single Run (Regular and Special Education)	\$45.00	Daily
Bus Driver – Double Run (Regular and Special Education)	\$54.00	Daily
Bus Driver – Standby	\$22.00	Daily

* If a teacher holding a valid teaching certificate substitutes 30 consecutive days in the same classroom situation, the compensation to that teacher is the long-term rate.

Effective July 24, 2009, the minimum hourly wage is \$7.25.

Gloucester County Public Schools School Year Supplements 2013-2014					
Loc.	Title	Payments	13-14 Alloc.	13-14 \$ Amt.	13-14 Total
ATHLETICS					
GHS	Football Coach - Head	Nov	1	4,400	4,400
GHS	Basketball Coach - Boys - Head - V	Mar	1	3,600	3,600
GHS	Basketball Coach - Girls - Head - V	Mar	1	3,600	3,600
GHS	Baseball Coach - Head - V	May	1	3,200	3,200
GHS	Softball Coach - Head - V	May	1	3,200	3,200
GHS	Spring Track Coach - Head	May	1	3,200	3,200
GHS	Wrestling Coach - Head	Mar	1	3,200	3,200
GHS	Football Coach - Asst. - V/JV	Nov	6	3,000	18,000
GHS	Basketball Coach - Boys - Asst. - V	Mar	1	2,600	2,600
GHS	Basketball Coach - Girls - Asst. - V	Mar	1	2,600	2,600
GHS	Basketball Coach - Boys - JV	Mar	1	2,600	2,600
GHS	Basketball Coach - Girls - JV	Mar	1	2,600	2,600
GHS	Crew Coach	May	1	2,600	2,600
GHS	Cross Country Coach - Head	Nov	1	3,200	3,200
GHS	Field Hockey Coach - Head - V	Nov	1	2,600	2,600
GHS	Soccer Coach - Boys - V	May	1	2,600	2,600
GHS	Soccer Coach - Girls - V	May	1	2,600	2,600
GHS	Swim Coach	Mar	1	3,200	3,200
GHS	Volleyball Coach - Boys - V	Nov	1	2,600	2,600
GHS	Volleyball Coach - Girls - V	Nov	1	2,600	2,600
GHS	Tennis Coach - Boys	May	1	2,500	2,500
GHS	Tennis Coach - Girls	May	1	2,500	2,500
GHS	Winter Track Coach - Head	Mar	1	2,500	2,500
GHS	Wrestling Coach - Asst. - V/JV	Mar	1	2,400	2,400
GHS	Baseball Coach - Asst. - V	May	1	2,200	2,200
GHS	Baseball Coach - JV	May	1	2,400	2,400
GHS	Crew Coach - Asst.	May	1	2,000	2,000
GHS	Cross Country Coach - Asst.	Nov	1	1,800	1,800
GHS	Golf Coach	Nov	1	2,300	2,300
GHS	Softball Coach - Asst. - V	May	1	2,400	2,400
GHS	Softball Coach - JV	May	1	2,400	2,400
GHS	Spring Track Coach - Asst.	May	2	2,200	4,400
Pag	Baseball Coach	May	1	2,000	2,000
Pea	Baseball Coach	May	1	2,000	2,000
Pag	Basketball Coach - Boys	Mar	1	2,000	2,000
Pea	Basketball Coach - Boys	Mar	1	2,000	2,000
Pag	Basketball Coach - Girls	Nov	1	2,000	2,000
Pea	Basketball Coach - Girls	Nov	1	2,000	2,000
Pag	Cheerleader Sponsor (For 2 Seasons)	(Per Season)	1	2,000	2,000
Pea	Cheerleader Sponsor (For 2 Seasons)	(Per Season)	1	2,000	2,000
Pag	Field Hockey	Nov	1	2,000	2,000
Pea	Field Hockey	Nov	1	2,000	2,000
GHS	Field Hockey Coach - JV	Nov	1	1,800	1,800
GHS	Soccer Coach - Boys - JV	May	1	1,800	1,800
GHS	Soccer Coach - Girls - JV	May	1	1,800	1,800
Pag	Softball Coach	May	1	2,000	2,000
Pea	Softball Coach	May	1	2,000	2,000
GHS	Winter Track - Asst.	Mar	2	1,800	3,600
GHS	Cheerleading Sponsor (Per season)	1/2 Nov 1/2 Mar	2	1,800	3,600
Pag	Athletic Director	May	1	1,000	1,000
Pea	Athletic Director	May	1	1,000	1,000
GHS	Cheerleader Sponsor - JV	1/2 Nov 1/2 Mar	2	1,200	2,400
GHS	Field Hockey - Asst. - V	Nov	1	1,200	1,200

Gloucester County Public Schools School Year Supplements 2013-2014					
Loc.	Title	Payments	13-14 Alloc.	13-14 \$ Amt.	13-14 Total
GHS	Athletic Director - Asst. (Per Season)	Nov/Mar/May	3	700	2,100
GHS	Weight Room Trainer (Per Season)	Nov/Mar/May	3	700	2,100
Pag	Baseball - Asst.	May	1	500	500
Pea	Baseball - Asst.	May	1	500	500
Pag	Basketball - Boys - Asst.	Mar	1	500	500
Pea	Basketball - Boys - Asst.	Mar	1	500	500
Pag	Basketball - Girls - Asst.	Nov	1	500	500
Pea	Basketball - Girls - Asst.	Nov	1	500	500
Pag	Field Hockey - Asst.	Nov	1	500	500
Pea	Field Hockey - Asst.	Nov	1	500	500
Pag	Softball - Asst.	May	1	500	500
Pea	Softball - Asst.	May	1	500	500
ACTIVITIES					
GHS	Yearbook	May	1	2,500	2,500
GHS	S.C.A.	May	1	1,800	1,800
GHS	Junior Class	May	1	1,800	1,800
GHS	Newspaper	May	1	1,800	1,800
GHS	Senior Class	May	1	1,800	1,800
Pag	Yearbook	May	1	1,500	1,500
Pea	Yearbook	May	1	1,500	1,500
GHS	National Honor Society	May	1	1,000	1,000
GHS	Beta Club	May	1	1,000	1,000
Elem	Yearbook	1/2 Dec 1/2 May	5	400	2,000
Pag	NJHS	May	1	550	550
Pag	SCA	May	2	550	1,100
Pea	NJHS	May	1	550	550
Pea	SCA	May	2	550	1,100
CO-CURRICULAR (INCLUDING COMPETITIONS/CLUBS)					
GHS	Marching Band	Nov	1	3,826	3,826
GHS	Drama	May	1	3,575	3,575
GHS	Choral	May	1	3,575	3,575
Pag	Band	May	1	1,560	1,560
Pea	Band	May	1	1,560	1,560
GHS	Academic Challenge/Scholastic Bowl	May	1	1,800	1,800
GHS	Debate	May	1	1,800	1,800
GHS	Flag Team (Fall)	Nov	1	1,800	1,800
GHS	Forensics	May	1	1,800	1,800
GHS	Assistant Band Directors	Nov	1	1,000	1,000
GHS	Robotics Challenge Coach	1/2 Dec 1/2 May	1	1,000	1,000
Pag	Choral - Performance Prep	May	1	450	450
Pag	Choral - After School Performance Group	May	1	650	650
Pea	Choral - Performance Prep	May	1	450	450
Pea	Choral - After School Performance Group	May	1	650	650
Pag	Robotics Challenge Coach	1/2 Dec 1/2 May	2	1,000	2,000
Pea	Robotics Challenge Coach	1/2 Dec 1/2 May	2	1,000	2,000
Elem./Inst.	Robotics Challenge Coach	1/2 Dec 1/2 May	7	1,000	7,000
Dist/Gift	Odyssey of the Mind Coaches	after comp.	2	450	900
Dist/Tech	Great Computer Challenge	after comp.	20	250	5,000
CT	CT Competition Per Diem	after comp.	13.5	100	1,350

Gloucester County Public Schools School Year Supplements 2013-2014					
Loc.	Title	Payments	13-14 Alloc.	13-14 \$ Amt.	13-14 Total
INSTRUCTIONAL LEADERSHIP					
GHS	Coor. for Driver Education	1/2 Dec 1/2 May	1	1,350	1,350
GHS	Summer Coor. for Driver Education	August	1	700	700
GHS	Senior Boards Coordinator	May	1	400	400
Dist	Child Study	1/2 Dec 1/2 May	8	1,500	12,000
Dist/Tech	Gradebook Manager	1/2 Dec 1/2 May	1	1,000	1,000
Dist/Gift	Grade Level Contacts - Elementary	1/2 Dec 1/2 May	5	500	2,500
Dist/Gift	Grade Level Contacts - Middle	1/2 Dec 1/2 May	6	400	2,400
Dist Math/Sci	Math Coaches	1/2 Dec 1/2 May	7	750	5,250
Elem/M.S.	SubRemote Operator	1/2 Dec 1/2 May	7	750	5,250
Elem.-M.S./Tech.	Webmaster	1/2 Dec 1/2 May	7	500	3,500
H.S./Tech.	Webmaster	1/2 Dec 1/2 May	1	1,000	1,000